



Employee-Management Partnership Agreement
between
Association of Colorado State Patrol Professionals
and
The Colorado Dept. of Public Safety

I. Preface

- (1) This agreement is intended to further the cooperative relationship between the Association of Colorado State Patrol Professionals (ACSPP) and the Colorado Dept. of Public Safety (CDPS) – the latter including the Colorado State Patrol. Both parties are committed to the purposes of the Governor's Executive Order D 028 07, namely, *"to establish a framework for employee partnerships in service of a smarter, more effective, more efficient and more accountable state government to the citizens of the State of Colorado."*
- (2) To that end, the parties intend to meet on a regular basis and facilitate collaboration with the ACSPP's constituency, the troopers which comprise the Colorado State Patrol. The parties agree that these meetings will enable the parties to identify and address inefficiencies; improve quality of service to the taxpayers; examine the salary, benefits, working conditions and the tools of the trade for State Troopers; and establish processes to enhance greater employee participation in matters which affect their work.

II. Access Issues

- (1) Employee-management partnerships require considerable interpersonal contact. In the case of this partnership agreement process, ACSPP's role must allow for a reasonable balance between (a) access to management and employees, and (b) disruption of work activity within the Colorado State Patrol. To accomplish this endeavor:
 - (a) ACSPP Board Members and staff will be allowed to contact members of the State Troopers Partnership Unit in the area of the workplace during lunches and breaks.
 - (b) ACSPP Board members and staff will be permitted to attend team, troop and/or district meetings for the purpose of providing ACSPP information to the members of the Colorado State Patrol who are represented by

ACSPP. Requests to attend such CSP meetings will be made in accordance with the CDPS "Employee Organization or Union Access Policy."

- (c) In addition to the access provided in paragraph (1)(b) above, requests for meeting space to discuss partnership issues will be made in accordance with the Department of Public Safety's "Employee Organization or Union Access" policy ("access policy"). If meeting space is available, such requests will be honored to the extent possible
 - (d) Reasonable electronic access (including e-mail) will be granted between the ACSPP and the CSP members who are represented by the ACSPP in accordance with the CDPS access policy. Among other things, this access policy forbids transmission of organization e-mails from office e-mail accounts. Further, the content of such communications will be limited to ACSPP business as the certified employee organization and will not include partisan political material, internal political disputes, disparagement of individuals or organizations, or statements reflecting negatively on State, departmental or division (CSP) management.
- (2) ACSPP may provide packets of information to State Patrol Interns during the academy training period which introduce the ACSPP and promote and define the benefits associated with membership. Likewise, the Colorado Department of Public Safety may grant to ACSPP representatives access to State Patrol Interns to explain ACSPP, as long as this time does not disrupt the duties of these personnel or service to the citizens of the State of Colorado. Within the available time and with approval of the Patrol Academy Commander, State Patrol Interns may be invited to an off-hours event hosted by the ACSPP, to be held once during each patrol academy.
 - (3) ACSPP may provide packets of information to State Patrol employees which introduce the ACSPP and promote and define the benefits associated with membership. So long as the ACSPP is the certified employee organization representing state troopers, these packets may be displayed and distributed within State Patrol facilities provided such display does not disrupt the duties of these personnel or service to the citizens of the State of Colorado. In keeping with the state's "greening government" initiative, the number of hard copies of information will be limited to that which is absolutely necessary. The ACSPP and the Department of Public Safety will work together toward electronic information dissemination whenever possible.
 - (4) CDPS will make every effort to work around any conflicting work assignment in order to facilitate the partnership process. ACSPP and CDPS understand that there will be some occasions where the release of an employee may create a substantial work disruption or significantly increase the costs to the State. To ensure that such conflict is minimized, the ACSPP will give ample notice to the Chief of the State Patrol of any needs for active troopers to attend meetings during the respective work shifts in order to engage in partnering work. In any case where CDPS or the CSP withholds approval of release time for an employee, the employee or ACSPP may appeal to the Executive Director

of the CDPS. If the conflict persists, any party may raise the matter to the Governor's Designee for Employee Partnership to assist in resolving the matter.

- (5) CDPS will allow bulletin board space at all CSP facilities for posting of information that ACSPP wishes to distribute so long as the Executive Director of the CDPS or his designee agrees that the content does not run counter to partnership concepts. ACSPP will be responsible for any content posted in its name. Each such posting will include the name, phone number and e-address for the person posting the item. Postings will be limited to ACSPP business as the certified employee organization and will not include partisan political material, internal political disputes, disparagement of individuals or organizations, or statements reflecting negatively on State or departmental management. Likewise, ACSPP will be granted access to electronic bulletin boards which may be created for CDPS use.

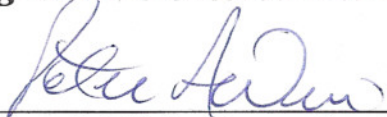
III. Troubleshooting


- (1) The parties understand that there will be occasional conflicts among individuals arising from partnership activities. The parties are committed to resolving such conflicts in a timely, professional, amicable and effective fashion. While the parties anticipate most such issues being resolved at the lowest possible organizational level, the CDPS Executive Director's Office and the Executive Director of the ACSPP will become directly involved if necessary to resolve the dispute.
- (2) Specifically, if a member of the State Troopers Partnership Unit believes that a superior is interfering with his/her rights, responsibilities or opportunities as a partnership unit member, the aggrieved employee is advised to contact the Executive Director of the ACSPP or the Executive Director of the CDPS or his/her representative. If the parties are unable to reach agreement, either may notify the Governor's Designee for Employee Partnerships for assistance in resolving the matter in dispute.
- (3) Conversely, if an employee, supervisor or manager believes that an ACSPP representative is impinging on his/her freedom of association or non-association, or interfering with the work of his/her unit, the aggrieved person may contact the office of the Executive Director of the CDPS for assistance. That assistance may include involving the President or the Executive Director of ACSPP in addressing the problem.


IV. Term of Agreement

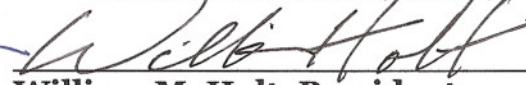
- (1) This agreement will take effect upon the date it is signed by the parties listed on page 4 of this agreement and shall extend for three years from that date.
- (2) Amendments to this agreement will be in writing and subject to the same formalities as this agreement.

Agreed and entered into this 11th day of May, 2009.


Peter A. Weir, Executive Director
Colorado Dept. of Public Safety (CDPS)


Lonnie J. Westphal, Executive Director
Association of Colorado State
Patrol Professionals (ACSPP)


James M. Wolfenbarger, Chief
Colorado State Patrol (CSP)


William M. Holt, President
Association of Colorado State
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Martin E. Flahive, Governor's
Designee for Employee Partnerships